

**PRIEST REMUNERATION AND BENEFITS PACKAGE
EFFECTIVE 1 JULY 2009 THROUGH 30 JUNE 2010**

1. The base salary for active Diocesan or religious priests serving in Diocesan parishes and institutions is to be \$2,095.00 per month (\$25,140 per year).
2. \$10.00 per month for each year of ordination is to be added to the base pay beginning with the completion of the first year of ordination. Upon completion of the 20th year of ordination, \$15.00 per month is to be added to the base pay for each year of ordination.

EXAMPLES:

A newly ordained priest receives the base pay for the first 12 months of active ministry.

Priests completing 1 year through 19 years of ordination:

(Number of years ordained) X \$10.00 per month.

This means if a priest has been ordained 19 years, multiply the number of years by the \$10.00 per month. You would multiply 19 times 10, resulting in an addition to the base pay of \$190.00 per month.

Priests completing 20 years or greater of ordination:

(Number of years ordained) X \$15.00 per month.

This means if a priest has been ordained 20 years, multiply the total number of years of ordination by the \$15.00 per month. You would multiply 20 times 15, resulting in an addition to the base pay of \$300.00 per month.

3. The traditional Mass stipend (\$10.00 per Mass) shall continue to be offered to each priest as has been the long standing custom.
4. Stole fees for weddings, funerals, baptisms, etc., shall be disbursed at the discretion of the priests of the parish.
5. The monthly amount for living costs is \$424.00 per month for priests living at a parish, but not assigned to the parish. The department or entity where the priest is assigned is to pay this amount to the parish where the priest lives.
6. The entire amount of the annual contribution per priest to the Priests' Retirement Fund is to be paid by the parish or institution to which a priest is assigned. The annual contribution for each priest to the Retirement Fund is \$10,250 for 2010, up from the 2009 contribution of \$9,850. Beyond 2010, however, this amount is subject to change after annual review by the Priests' Retirement Board and approval by the Bishop.

MORE INFORMATION PRINTED ON THE REVERSE SIDE OF THIS SHEET

7. The option of each priest to join the health insurance plan of his choice from the options provided by the Diocese of Cleveland Employee Benefits Office remains in effect. The parish or institution to which the priest is assigned is responsible for the cost of medical insurance less any required contributions or co-payments by the priest.
8. \$2,000.00 per year is to be available (on a voucher system) for active priests' continuing education allotment. This money should be used solely for the annual retreat, professional books and periodicals, tuition payments in conjunction with higher educational pursuits, and internet/electronic technology that is used for priestly ministry. \$2,000.00 per year is available (on a voucher system) to retired priests from the parish or institution from which the priest retired. This money is to be used solely for the annual retreat, professional books and periodicals, tuition payments in conjunction with higher educational pursuits, and internet/electronic technology that is used for priestly ministry. If the continuing education allotment is given to a priest for reimbursement of an actual cost incurred for continuing education, it is generally not taxable income to the priest. The continuing education allotment is to be given to any priest (active or retired) who submits the appropriate documentation.
9. Usual offerings for those who provide extra pastoral assistance:

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| 1 Weekday Mass | \$10.00 + stipend |
| 1 Mass on Sunday or Holyday | \$50.00 + stipend |
| 2 Masses on a Sunday or Holyday (on the same day) | \$75.00 + stipend |
| Confessions | \$25.00 each session |

Reimbursement should be made for travel beyond 20 miles (one way).
10. All other expenses incurred by a priest (for example, car payments, car maintenance, auto insurance, personal property insurance, renters insurance, fuel for automobile, clothing and other personal items, recreation, Federal tax, State tax, and local tax liabilities, family and personal financial obligations, etc.) are the responsibility of the individual priest. The parish must not pay or reimburse the priest for car payments, lease payments, automobile insurance, mileage, or any other personal expense. The parish is not permitted to withhold or match Social Security or Medicare tax for any cleric. Diocesan clergy are dual status taxpayers. The individual priest is responsible for 100% of his Social Security payments. It is a violation of current tax law for the parish to pay or reimburse any Social Security expenses.
11. POLICY: There will be an annual adjustment (up or down) to the base salary and housing allowance in accordance with the transportation, recreation, other goods and services and housing categories of the local Consumer Price Index, All Urban Consumers. This shall be computed by the Finance Office and communicated by the Chancery after approval by the Bishop.